

2005-2006 PERFORMANCE PLAN – PORTFOLIO MANAGER, REAL ESTATE – (Randy Pottle)

Quantitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
5%	Industrial Sector Performance	Excess returns in basis points of the Total Industrial Portfolio return before fees versus the Disaggregated NCREIF Industrial Sub-Index, for the fiscal year ending June 30, 2006, (returns lag one quarter);	0 basis points = 0 +50 basis points = 1.0 +75 basis points = 1.5
5%	Office Sector Performance	Excess return in basis points of the Total Office Portfolio return before fees versus disaggregated NCREIF Office Sub-index, for the fiscal year ending June 30, 2006, (returns lag one quarter)	0 basis points = 0 +50 basis points = 1.0 +75 basis points = 1.5
5%	Retail Sector Performance	Excess returns in basis points of the Total Retail Shopping and Mall portfolio Sector return before fees versus disaggregated NCREIF Retail Sub-index, for the fiscal year ending June 30, 2006, (returns lag 1 quarter);	0 basis points = 0 +50 basis points = 1.0 +75 basis points = 1.5
5%	Multi-Family Sector Performance	Excess returns in basis points of the Total Multi-Family Portfolio return before fees versus the disaggregated NCREIF Multi-Family Sub-index for the fiscal year ending June 30, 2006 (returns lag one quarter).	0 basis points = 0 +50 basis points = 1.0 +75 basis points = 1.5
25%	Total Core Portfolio Performance	Excess returns in basis points of the Total Core Portfolio Performance before fees versus NCREIF Total Performance for the fiscal year ending June 30, 2006, (returns lag one quarter);	0 basis points = 0 +50 basis points = 1.0 +75 basis points = 1.5
35%	Non-Core Portfolio Performance	Total Non Core portfolio return before fees exceeds NCREIF Total Performance for the fiscal year ending June 30, 2006 (returns lag one quarter, 20% weight). Total Housing portfolio performance before fees exceeds NCREIF Total Performance for the fiscal year ending June 30, 2006 (returns lag one quarter, 15% weight).	0 basis points = 0 +100 basis points = 1.0 +150 basis points = 1.5 0 basis points = 0 +200 basis points = 1.0 +300 basis points = 1.5
80%	Subtotal	Quantitative Measures	

2005-2006 PERFORMANCE PLAN – PORTFOLIO MANAGER, REAL ESTATE – (Randy Pottle) Continued

Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule	2nd Quarter Status Report
20%	Core Partnership Agreement Renegotiations (4%) Core and Non-Core Conferences (4%) Diversity and Responsible Contractor Initiatives (4%) Real Estate Annual Investment Plan (4%) Training Initiatives (4%)	Implementation of the following objectives: a. Negotiate the renewal of a minimum of 3 Core Partnership Agreements prior to June 30, 2006. b. Develop and deliver presentation(s)/conferences to our Core and selective Non-Core Partners regarding our portfolio standings and strategic initiatives by June 30, 2006. c. Implement and complete all elements of compliance reporting quarterly and/or annually on the enterprise wide Diversity Plan and Responsible Contractors Policy that relate to the responsibilities of the investment office by June 30, 2006. d. Develop, present and gain approval of the Real Estate Annual Plan and objectives to the Investment Committee by June 30, 2006. e. Develop and implement training sessions (minimum of 3 with overall evaluations average score above 70%) for staff on real estate investment areas through a variety of in-house and/or outside sources.	a. From schedule. b. From schedule c. From Schedule d. From Schedule e. From Schedule	a. In Process. b. In Process. c. In Process. d. In Process. e. In Process.
20%	Subtotal	Qualitative Measures		
100%	Total	Quantitative and Qualitative Measures		

Supervisor's Approval: Original Approved by Anne Stausboll

Date: February 1, 2006